



*Leadership***DNA**

Drew Dougherty, MBA, MA

Leadership Consultant and Executive Coach
Founder, LeadershipDNA (since 1998)
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Drew has over 20 years' experience as a consultant, coach, and manager in leadership positions. He has worked extensively with hundreds of executives to maximize the impact of their leadership, and with their teams to achieve breakthrough performance through others.

The foundation of Drew's coaching expertise lies in his extensive training and experience dealing with behavior change, combined with his practical experience as a results-driven senior executive in complex organizations. Clients from startups to not-for-profits to large multinational companies have relied on him for the following specialty areas:

- Emotional Intelligence – often with high-impact technical scientists and engineers
- Communication and Influence – understanding and adapting style
- Executive leadership presence
- Skillful coaching and feedback
- Collaboration
- Team leadership
- Resolving conflicts between executives for go-forward productivity
- Situational leadership and delegation
- Designing and leading culture change
- Personal Ownership and Accountability to lead change
- Innovation and Creativity (Design Thinking)

Consulting Experience:

Drew has worked extensively with many executives in Fortune 500, medium-sized, and start-up organizations to maximize the impact of their leadership, and with their teams to achieve breakthrough performance through others. Leaders have consistently appreciated his coaching style as "providing the right balance of challenge and support - combining helpful structure for accountability with open curiosity and insight to get to the underlying issues." In his role as consultant, advising senior executives on the design of change initiatives, he is relied on for his

data-based approach and practical insight. Clients often rely on Drew's experience and expertise in human and group dynamics to facilitate strategic planning, customer input, and challenging communications.

Specific clients whom he has helped include McKinsey & Company, Alza/Johnson & Johnson, IntraBiotics Pharmaceuticals (startup), Pfizer, Goldman Sachs, Illumina, Qualcomm, Intuitive Surgical, Vx Capital, and Genentech/Roche.

Selected Client Comments:

- ❖ *“Drew’s style is a great asset: a unique mix of clarity, patience, charm and directness to both gently teach me and firmly push for action.” (Sr. Director, Illumina)*
- ❖ *“Creates trust and safety for all voices to speak up and be heard.” (Managing Partner, Vx Capital)*
- ❖ *“Rigorous data-driven approach, enabling focus on the real issues.” (CEO, Clark Security)*
- ❖ *“A trusted coach and positive force through significant changes from startup to IPO.” (CEO, Intrabiotics)*
- ❖ *“The right balance of structure and customization.” (CEO, Davita)*
- ❖ *“Fun and creative.” (VP, Pfizer)*
- ❖ *“Insightful and Practical.” (CMO, Biomarin)*
- ❖ *“Successful outcomes in multiple engagements over years.” (EVP, Genentech)*

Executive Experience:

Prior to founding LeadershipDNA in 1998, Drew held management positions in marketing and strategy for two major medical device companies (Guidant, Medtronic), plus four years in Washington D.C. as Press Secretary and Campaign Manager for the U.S. Congressman from Silicon Valley. His most recent executive position was as head of Worldwide Marketing for the successful turnaround of a Medtronic acquisition company, operating in 85 countries, where he led the strategic planning process and re-engineered the process for customer input to product development.

Relevant Affiliations:

- Faculty for Executive Leadership at the University of California, San Diego
- Has served as adjunct faculty at the Center for Creative Leadership.

Education & Training:

- MBA, Stanford Graduate School of Business (1987)
- MA in Leadership from the Claremont Graduate School of Public Policy (1982)
- BA, Dartmouth College (1980)
- Certified in a broad array of leadership and communication style assessment tools, as well as 360 feedback instruments (e.g. MBTI, Leadership Circle Profile)

- Received focused training in Ontological Coaching for "Personal and Professional Mastery", NLP Coaching, and Group Dynamics
- Completed extensive, multi-year curriculum in Human Potential, Personal Growth, and Facilitation
- Stanford curriculum in Innovation and Entrepreneurship

Personal Interest:

- Qualifier for the US Olympic Luge Team (1980)
- Member of the National Championship Ski Racing Team in college
- Avid mountain biker and skier
- Has traveled extensively worldwide
- Speaks conversational Spanish and German
- Licensed private airplane pilot
- Writes raps (on culture change, design thinking....just ask him)
- Resides in Colorado and California